

## EQUAL OPPORTUNITY

### Program Goal

The Equal Opportunity Department promotes and enforces equal opportunities for both city employees and the general public through a wide range of voluntary affirmative action, education, community involvement and enforcement programs. These programs are carried out by a combination of staff and volunteer panels appointed by the mayor and City Council.

### Budget Allowance Explanation

The Equal Opportunity operating budget allowance of \$3,473,000 is \$242,000 or 6.5 percent less than 2003-04 estimated expenditures. This decrease reflects expenditure reductions, an M/WBE disparity study conducted in 2003-04 and the completion of several one time projects. These decreases are partially offset by normal inflationary increases.

Expenditure reductions include holding one position vacant in the Community and Business Relations Division. This will result in reduced service levels for various activities in the division, including support for boards and commissions and community outreach.

### Expenditure and Position Summary

	2002-03	2003-04	2004-05
Operating Expense	\$3,141,000	\$3,715,000	\$3,473,000
Total Positions	37.0	37.0	37.0
Source of Funds:			
General	\$2,739,000	\$3,274,000	\$3,083,000
Community Development			
Block Grant	175,000	197,000	189,000
Grant Funds	173,000	188,000	148,000
Other Restricted Funds	54,000	56,000	53,000

### Equal Opportunity Major Performance Measures and Service Trends

The following significant performance measures and service trends will be achieved with the 2004-05 budget allowance:

	2002-03	2003-04*	2004-05
Discrimination complaints in employment, public accommodations, housing and Americans with Disabilities Act (ADA) accessibility, investigated and closed	208	184	184
Minority-owned, woman-owned and disadvantaged and small business enterprise (M/W/D/SBE) outreach presentations to area businesses and M/W/D/SBE organizations	35	55	55
M/W/D/SBEs certified or recertified as percent of goal	96%	100%	100%
SBEs certified or recertified as percent of goal	83%	92%	92%
Construction contracts, awarded by the city, monitored for use of M/WBE subcontractors	186	215	215

\*Based on 10 months actual experience.

The decrease in discrimination complaints from 2002-03 may reflect an increase in the number of training classes provided by the department. The increase in M/W/D/SBE outreach presentations reflects the department's increased focus on educating businesses about opportunities with the city of Phoenix. Contracts monitored fluctuates depending on the amount of construction work being included in the annual capital program.